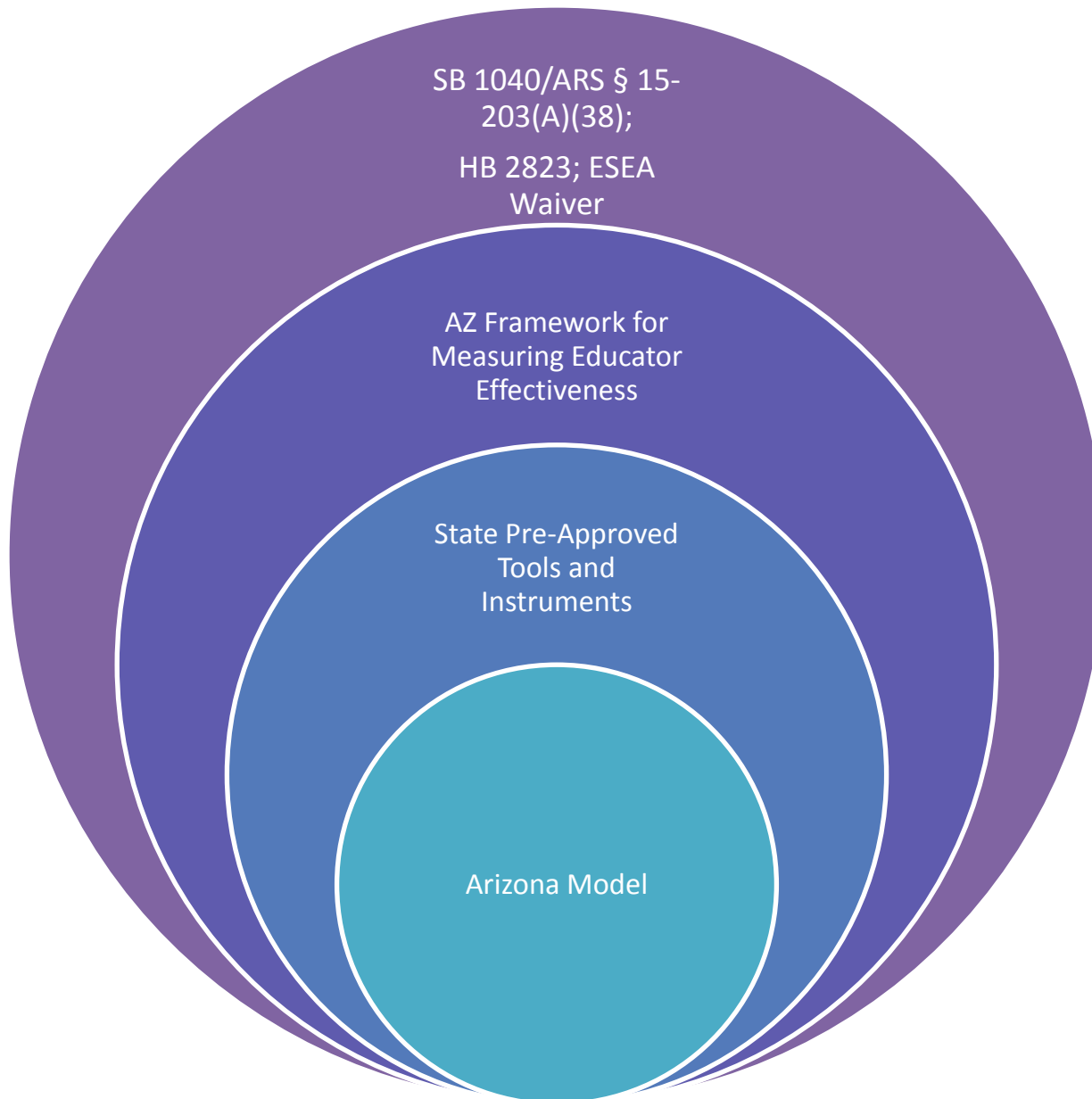




THE ARIZONA MODEL FOR MEASURING EDUCATOR EFFECTIVENESS

Karen Butterfield, Ed.D., Associate Superintendent
Jan Amator, Deputy Associate Superintendent
Highly Effective Teachers & Leaders Division

How It All Fits



Components of the State Model

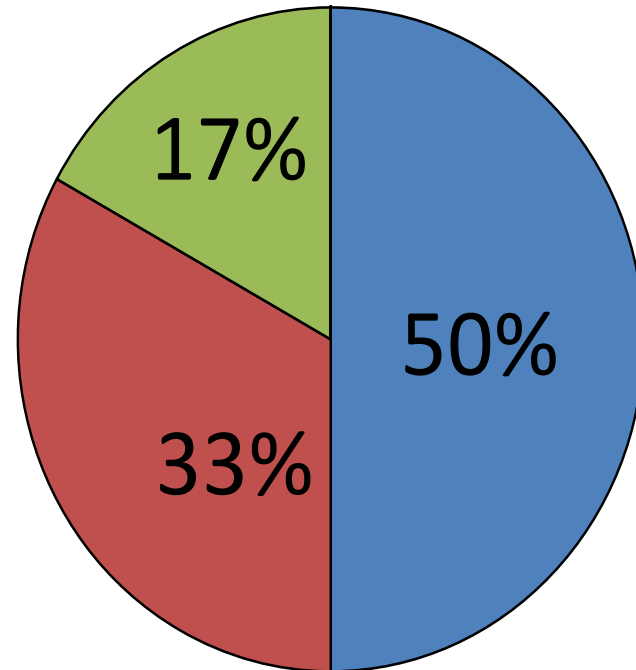
Will reflect the State Board of Education adopted framework:

- 33% student academic performance
- 17% 360 review/surveys, including peer-to-peer review (teachers only)
 - Parent surveys
 - Teacher surveys
 - Student surveys
- 50% observation/performance



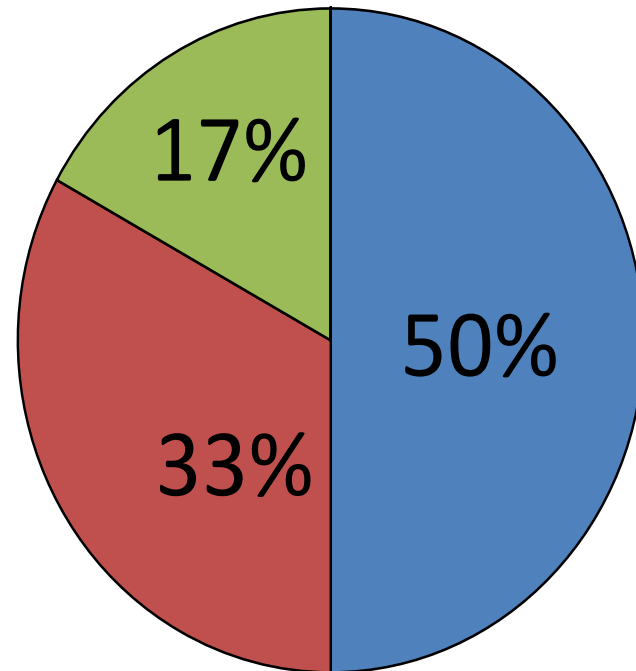
WEIGHTING GROUP “A” Teachers

- **33% Classroom-level data**
- **17% Survey data**
- **50% Teaching performance**



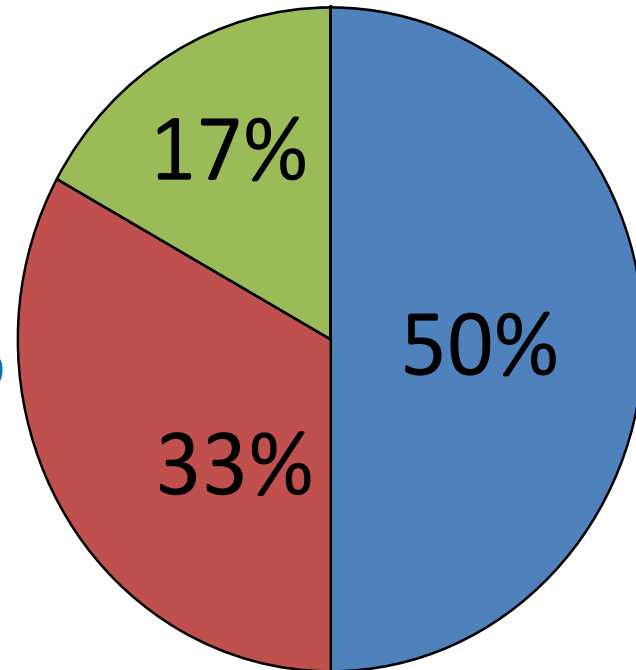
WEIGHTING GROUP “B” Teachers

- **33% School level & classroom-level data**
- **17% Survey data**
- **50% Teaching performance**



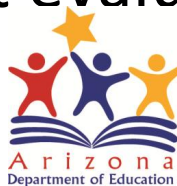
WEIGHTING PRINCIPALS

- **33% School-level data**
- **17% Survey data**
- **50% Instructional leadership**



DESIGN STEPS and PROCESSES

- Established a stakeholder working group that consists of 3 subcommittees:
 - Teacher (Andrew Morrill, A.E.A., Chair)
 - Principal (Deb Duvall, A.S.A., Chair)
 - Survey (Carrie Giovannone, A.D.E., Chair)
- Collaboration with WestEd's Regional Education Laboratory (REL) and Southwest Comprehensive Center (SWCC) on weighting of the measures, components and pilot evaluation.

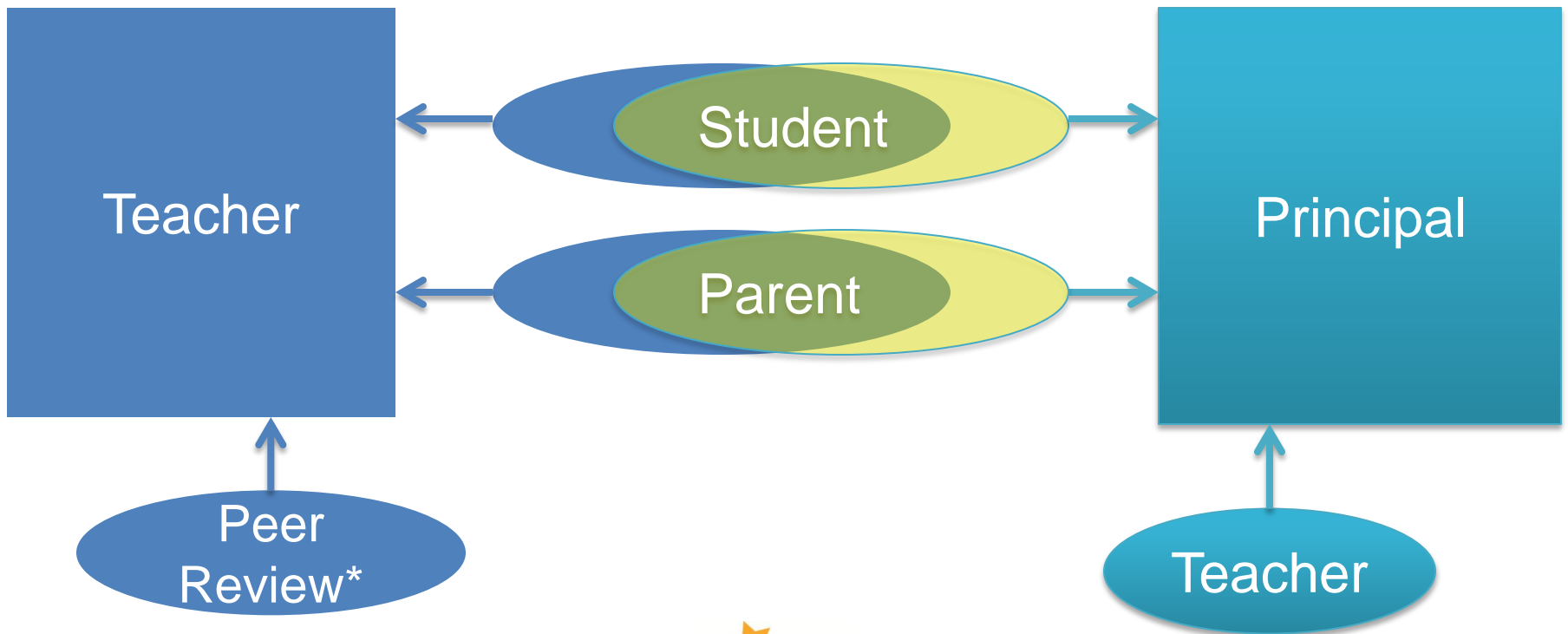


Design Steps and Processes continued

- Working with ADE's Procurement Office:
development of the Request for Proposals (RFP)
 - Survey (parent, student, & teacher) instruments
 - Teacher and principal observation/performance instruments and rubrics
 - Peer-to-peer instruments



360 Surveys



* The peer review is not a survey, although, it is a rating system that can be helpful to provide feedback from colleagues.



Timeline

- Review RFP responses with the working group and make recommendations: early-mid May
- Submit draft model to representative sample of LEAs for structured critique: mid-May
- Finalize model design and evaluation criteria with WestEd's REL: May 30th
- Identify variety of different size/location of LEAs interested in piloting the model: May 30th



Timeline continued

- Provide training on the model and instruments to pilot LEAs : mid-June
- Work with RFP approved vendor(s) on inter-rater reliability training with pilot LEAs, schools: September, 2012
- Pilot begins: November, 2012
- Evaluation of pilot Year 1: June, 2013



Interested in Being a Pilot Participant?

- Large, medium, small urban, suburban, rural LEAs and schools needed
- Contact:

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602-364-1957

